

Meeting the Diversity Challenge in Recruiting

To meet the challenge of attracting diverse candidates, most job advertisements strongly encourage minority candidates to apply. Some diverse candidates may view such recruitment efforts as merely a means to attract and lure people of color to these institutions. For some prospective faculty of color, these perceptions may cause them to question the institution's intent and purposes for recruiting diverse candidates. Job announcements that highlight the value of diversity could minimize negative biases directed at diverse candidates.

The job announcements should reference the importance, value, and more importantly, the meaningful contribution diverse faculty members can bring to their academic institutions. They should stress the importance of diversity in higher education and emphasize the meaningful contribution that diverse candidates can offer to their academic institutions. Emphasizing the attraction of our cultural environment is a benefit.

- 1) ...is committed to excellence through diversity among its faculty and strongly encourages women and
- 2) To enrich education through diversity...
- 3) ...committed to an educational environment in which the curriculum and every other aspect of university life reflect the multicultural city and the international world in which we live.
- 4) ...dedicated to increasing the diversity of its campus community and encouraging an environment that offers students knowledge about the local, national, and global communities.
- 5) ...building strength through diversity.
- 6) We value qualified candidates who can bring to our community a variety of backgrounds and experiences.
- 7) We especially encourage applications from candidates who reflect the increasing diversity present in our community and student body, and who will enhance and promote engagement with other cultures.

- 8) ...committed to recruiting, supporting, and fostering a diverse community of outstanding faculty, staff, and students.
- 9) ...dedicated to providing excellence in traditional and non-traditional educational opportunities for mature students of all racial and ethnic backgrounds.
- 10)...are interested in candidates who are committed to the highest standards of scholarship and professional activities, and to the development of a campus climate that supports equality and diversity.
- 11) Successful candidates must be able to work effectively in a culturally diverse environment.
- 12)UAA is an equal opportunity, affirmative action employer, looking for individuals with an ability to contribute in meaningful ways to the Institute's commitment to cultural diversity and pluralism.
- 13)UAA is an equal opportunity, affirmative action employer, committed to attracting and retaining highly qualified individuals who collectively reflect the diversity of the nation.
- 14)UAA is an Affirmative Action, Equal Opportunity Employer with a strong commitment to supporting equality of opportunity and respect for diversity.
- 15)Developing and sustaining a diverse faculty and staff furthers the University's educational mission.

UAA is an equal opportunity/affirmative action university supporting diversity.